

**DOCKET NO.: 50-03-006**  
**CLIENT NO.: EDSC01-50017**  
**Customer No.: 34279**

**PATENT**

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of : Uma M. Krishnamurthy, et al.  
Application No. : 10/603,061  
Filed : June 24, 2003  
For : SYSTEM, METHOD, AND COMPUTER PROGRAM PRODUCT  
FOR EMPLOYEE MIGRATION ASSESSMENT AND FORECAST  
Art Unit : 3623  
Examiner : Loftis, Johnna Ronee  
Confirmation No. : 8656

Mail Stop Amendment  
Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Dear Sir:

**INFORMATION DISCLOSURE STATEMENT**

Pursuant to the duty of disclosure under 37 C.F.R. § 1.56, Applicant submits this statement. This submittal is made in accordance with 37 C.F.R. §§ 1.97 and 1.98 and § 609 of the Manual of Patent Examining Procedure. The references herein are listed below and on the attached Form PTO/SB/08B. Copies of the listed references are submitted herewith.

Publications

Notification of Transmittal of the International Search Report and the Written Opinion of the International Searching Authority, or the Declaration dated October 1, 2008 in connection with PCT Application No. PCT/US2004/17812.

Notification Concerning Transmittal of Copy of International Preliminary Report on Patentability dated November 6, 2008 in connection with PCT Application No. PCT/US2004/017812.

Applicant hereby expressly reserves the right to swear behind the effective dates of any of the above Patents and to question the relevance and materiality of the Patents and Publications listed herein, in whole, in part, or in combination, subsequent to filing this Information Disclosure Statement.

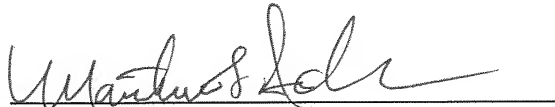
In accordance with 37 C.F.R. 1.97(e), the undersigned certifies that each item of information contained in the Information Disclosure Statement was first cited in any communication from a foreign patent office in a counterpart foreign application not more than three months prior to the filing of the Information Disclosure Statement.

Further, pursuant to 37 C.F.R. § 1.97(e) and the above statements, no fee is believed to be due for the filing of this Information Disclosure Statement.

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Respectfully submitted,

MUNCK CARTER, P.C.

A handwritten signature in dark ink, appearing to read "Matthew S. Anderson", written over a horizontal line.

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Date: 1/2/9

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